

POLICY	BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND
BULLYING – HARASSMENT - INTIMIDATION	POLICY 437

437 Purpose

The Board of Education of Frederick County (Board) is committed to establishing and promoting a safe, non-threatening environment for all students to learn. Therefore, the Board believes that bullying, harassment, intimidation, discrimination, or hazing are both morally wrong and offensive and will not tolerate such conduct on the part of any employee, supervisor, manager, administrator, student, or visitor. It is the Board’s intent to provide to all employees and students a work and learning environment free from such acts.

A. Bullying/Harassment/Intimidation

The Board prohibits bullying, harassment, or intimidation of any person on school property or at school-sponsored functions or by the use of electronic technology at a public school or affecting the school setting. Furthermore, the Board prohibits reprisal or retaliation against individuals who report acts of bullying, harassment, or intimidation or who are victims, witnesses, bystanders, or others with reliable information about an act of bullying, harassment, or intimidation. The Board acknowledges that the transfer of students who are victims of bullying, harassment, or intimidation to a different school is not a preferred mode of responding and such response should only be considered in consultation, agreement, or at the request of the victim and his/her parent or legal guardian.

B. Definitions

As used in this policy, “bullying, harassment, or intimidation” means intentional conduct, including verbal, physical, or written conduct, or intentional electronic communication that creates a hostile educational environment by substantially interfering with a student’s educational benefits, opportunities, or performance, or with a student’s physical or psychological well-being and is:

- motivated by an actual or a perceived personal characteristic including race, national origin, marital status, sex, sexual orientation, gender identity, gender expression, religion, ancestry, physical attributes, socioeconomic status, familial status, physical or mental ability, or disability; or
- threatening or seriously intimidating; and
- occurs on school property, at a school activity or event, or on a school bus; or
- substantially disrupts the orderly operation of a school.

C. Prevention, Intervention, Remediation, and Consequences

All schools must implement best practices as part of a whole-school program inclusive of prevention, intervention/remediation, and consequences.

D. Delegation of Authority

The Superintendent has developed regulations implementing this policy, inclusive of reporting procedures which are outlined in FCPS Regulation 400-48 *Bullying – Harassment - Intimidation Complaint Process for Students*.

Legal Reference	§7-424.1, Education Article, <i>Annotated Code of Maryland</i>		
Policy History	Reviewed: 2017	Adopted: 9/22/10	Revised: 6/14/17